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BOARD OF EDUCATION

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Performance Based Compensation Plan 2008-09

1. **Plan Overview** – Nebo School District’s Performance-based Compensation Plan is designed to help teachers and instructional technicians focus on student learning and achievement, quality instructional practices, and professional development. This will be accomplished by evaluating student academic achievement; conducting teacher/technician evaluations; gathering survey data from parents, students, and staff; and setting standards for participation in professional development participation.
2. **Plan Development** – A seventeen member committee made up of parents, classified employees, certified employees, special educators, school board members, and district officials met to develop this plan. Meetings with committee members were held on May 21, June 5, 9, 12, and 16. The resulting plan focuses on providing compensation to those employees who directly work with students in instructional roles. It will be in effect for the 2008-2009 school year and will be reviewed by the committee if funding is provided for subsequent years.
3. **Eligibility** -- Performance-based compensation will be available to all certified instructional staff who are not management team members and to classified instructional technicians and elementary librarians. In order to qualify, these employees must meet the following criteria:
 - a. The employee must be in good standing with the district (not on probation, remediation, or improvement plan).
 - b. The employee must work for the district for at least 120 school days during the plan year.
 - c. The employee must meet a minimum standard of performance, earning at least 50 of 100 possible points in order to qualify for any level of compensation.
4. **Procedure** – Eligible employees will indicate intent to participate and make final application through their building principal. Principals will complete the final recommendation and submit the compensation score to the Superintendent’s office for each of their eligible employees. The Superintendent’s office will work with Payroll and Human Resources to provide compensation to eligible employees.

5. ***Anticipated Budget for FY09*** – \$950,000

6. ***Attached Documents***

- Certified Employee Performance Pay Plan outline
- Classified Employee Performance Pay Plan outline

7. ***Participant List***

- Chris Sorensen – Superintendent
- Rod Oldroyd – Board Member
- Jeff Alexander – Certified Association Representative
- Roxanne Hoffman – Classified Association Representative
- Doug Lai – Certified Teacher
- Adam Heaton – Full-time Classified Employee
- Chris Carter – Part-time Classified Employee
- Erica Taylor – Parent
- Penny Stubbs – Parent
- Nedra Call – Curriculum
- Rick Nielsen – Elementary Education
- Scott Wilson – Secondary Education
- Al Mosher – Human Resources
- Tracy Olsen – Business Administrator
- Steve Maughan – Operations
- J. Lynn Jones – Federal Programs
- Seth Sorensen – Assessment Coordinator

NEBO SCHOOL DISTRICT PERFORMANCE PAY

Oct. 1st Enrollment - 2007	26,588
State Estimate of Performance Pay per student	\$ 36.33
Estimated Performance Pay for Nebo School District	\$ 965,942.04

CERTIFIED

Amount Allocated to Certified	80%	\$ 772,753.63				
Number of Employees receiving the Legislative Salary Adjustment	1,378					
Number of Employees participating	1,378	1,240	1,102	1,034	965	689
Percentage of Employees participating	100%	90%	80%	75%	70%	50%
Amount per Full FTE	\$ 560.78	\$ 623.19	\$ 701.23	\$ 747.34	\$ 800.78	\$ 1,121.56
Total allocated	\$ 772,754.84	\$ 772,755.60	\$ 772,755.46	\$ 772,749.56	\$ 772,752.70	\$ 772,754.84

CLASSIFIED (Classroom Techs and Librarians)

Amount Allocated to Classified	20%	\$ 193,188.41				
Number of Employees @ .5 FTE or Below	586					
Number of Employees above .5 FTE	290					
Total number of Employees	876					
Number of Employees @ .5 FTE or Below participating	586	527	469	440	411	293
Number of Employees above .5 FTE participating	290	261	232	218	203	145
Total number of Employees participating	876	788	701	658	614	438
Total Percentage of Employees participating	100%	90%	80%	75%	70%	50%
Amount per employee @ .5 FTE or below	\$ 165.68	\$ 184.16	\$ 207.06	\$ 220.53	\$ 236.46	\$ 331.37
Amount per employee above .5 FTE	\$ 331.37	\$ 368.33	\$ 414.12	\$ 441.07	\$ 472.92	\$ 662.74
Total allocated	\$ 193,188.41	\$ 193,188.41	\$ 193,188.41	\$ 193,188.41	\$ 193,188.41	\$ 193,188.41

Total cost at \$200 / \$400	\$ 233,200.00	\$ 209,800.00	\$ 186,600.00	\$ 175,200.00	\$ 163,400.00	\$ 116,600.00
Cost (Savings)	\$ 40,011.59	\$ 16,611.59	\$ (6,588.41)	\$ (17,988.41)	\$ (29,788.41)	\$ (76,588.41)
Amount available per Certified participant	\$ -	\$ -	\$ 5.98	\$ 17.40	\$ 30.87	\$ 111.16

Nebo School District Performance Pay Plan Certified Employees

1. Impact on Student Achievement and Performance	Student Gains	Points
Elem--Math and Reading	<70% 1-year growth	0
Sec--at least two classes or periods	70-80% 1-year growth	20
Non-Core--pre-post competency tests	>80% 1-year growth	30
	Total Possible	30
Note: We will use the CRT to determine performance growth and pre-post competency when CRT data is not available or applicable.		
2. Teacher Evaluation	SET Scores	Points
Most recently required teacher evaluation	Below Satisfactory (<60)	0
	Satisfactory (60-65)	10
	Above Satisfactory (66-70)	20
	Excellent (71-75)	30
	Total Possible	30
3. Survey Satisfaction	Survey Satisfaction	Points
Peer Surveys	<70% Satisfactory	0
Student Surveys	70-80% Satisfactory	10
Parent Surveys	>80% Satisfactory	20
	Total Possible	20
4. Professionalism	Professionalism	Points
Participation in Professional Learning Communities	<80% PLC Participation	0
	80-90% Participation (28/36 mtgs)	15
	>90% Participation (32/36 mtgs)	20
	Total Possible	20
Total Score		100

Payment will be paid based on number of points earned.

A minimum of 50 points must be earned in order to receive any amount of compensation

Certain job classifications may not be able to participate in all areas of evaluation because they do not have a full-time classroom assignment. In these cases, they will be evaluated in applicable areas and receive an equivalent percent of the compensation.

An employee must be employed for a minimum of 120 school days in order to receive any amount of compensation